

CONCORDIA UNIVERSITY

FACULTY OF COMMERCE AND ADMINISTRATION

FACULTY PROFILES

BY

DEPARTMENT

**CONCORDIA UNIVERSITY
FACULTY OF COMMERCE & ADMINISTRATION
ACCOUNTANCY DEPARTMENT
TENURE-TRACK FACULTY
SEPTEMBER, 1992**

DEREK ACLAND, Ph.D. (North Carolina), C.A.; Professor

Derek Acland was appointed Professor of Accountancy at Concordia University in 1983. His previous faculty appointments were at Queen's University at Kingston (six years) and Carleton University (thirteen years). He holds Bachelor of Commerce and Master of Business Administration degrees from Queen's University and Doctor of Philosophy in Administration from the University of North Carolina at Chapel Hill. He is a member of the Institute of Chartered Accountants of Ontario and the Ordre des comptables agrees du Quebec. He has taught extensively at other universities including the University of Manchester (U.K.) and the University of North Carolina (U.S.A.). He has been active in the development and teaching of Professional Accounting programs for the Institute of Chartered Accountants of Ontario, Institute of Chartered Accountants of Manitoba, the Chartered Accountants Students' Association of Ontario, The Society of Management Accountants of Canada, Queen's University and Concordia University. He has published a book, and written a number of articles on accounting. His current research interests include accounting history, accounting instructional methodology, business ethics, and accounting theory. He has been a consultant to business and government and was employed with an international firm of chartered accountants. He has served the Canadian Academic Accounting Association (CAAA) in several capacities, including Annual Conference Chair, Education Committee Chair, Nominations Committee Chair, and President-Elect. He served as President of the CAAA for the year 1990-91 and was on the CAAA Executive Committee for eight years. In 1988, Professor Acland was appointed Academic Director of the Graduate Diploma in Institutional Administration and Graduate Diploma in Sports Administration programs at Concordia for a three year term. He was appointed Director of the Master of Business Administration Program in 1992.

IBRAHIM M. ALY, Ph.D. (North Texas State); Assistant Professor

He joined Concordia University after spending eight years teaching in Texas (U.S.A.) and Cairo (Egypt). He received his undergraduate and master degrees from Cairo University Egypt. He earned another master degree and his doctorate degree from North Texas State University. He developed and taught many different courses at undergraduate and graduate levels, including a faculty research seminar course to promote faculty research at Lamar University. He integrated micro computers and an electronic spreadsheet as a decision making tool into the cost/managerial curriculum. He received teaching innovation awards in 1987 and 1988. He joined the American Accounting Association and the National Association of Accountants in 1986. He has published articles in the Journal of Accounting, Auditing and Finance and other publications.

A. JANE CRAIGHEAD, C.A.; Assistant Professor

A. Jane Craighead joins our faculty from McGill University where she is currently completing her doctorate. Her dissertation deals with voluntary corporate disclosure and financial reporting strategies. She has also done work in agency and signalling theory, including some analytical modelling. Ms. Craighead is currently working on several research projects within the Faculty. She is a member of a research team investigating the operational barriers for women in academics, part of a study financed by the Seagram Fund for Academic Innovation. Prior to commencing her doctorate she was on the faculty at Queen's University for three years where she taught all levels of undergraduate financial accounting. She was an audit manager with one of the national accounting firms prior to 1984 and has practical experience dealing with accounting problems involving high-tech manufacturing firms, retail inventory valuation, commodities trading and transportation. She is a member of the Canadian Academic Accounting Association and the American Accounting Association.

ROBERT CURNEW, M.B.A. (Queen's), C.A.; Associate Professor

He received his B.Comm. from Sir George Williams University and his M.B.A. from Queen's University. He is also a Chartered Accountant. He has served in various administrative roles, namely Assistant Dean - Administrative (S.G.W.U.), Chairman, Department of Finance (S.G.W.U.), Chairman, Department of Marketing (Concordia) and Associate Dean - Academic and Administration (Concordia). He also served as Treasurer of Sir George Williams Association of University Teachers. He has many years in industrial experience, auditing and business consulting. He also served as a staff consultant for eighteen months to the Federal Government of Canada on the design and implementation of a senior executive development program. His present teaching interests are in the areas of Managerial Accounting and Cost Accounting. (Sabbatical 91/92)

HENRY DAUDERIS, M.B.A. (McGill), C.A.; Associate Professor

He holds a B.Comm. from Universite de Montreal and an M.B.A. from McGill University. He is a C.A. and a member of the Ordre des comptables agrees du Quebec, the Ontario Institute of Chartered Accountants and Canadian Institute of Chartered Accountants. He has worked in public accounting, with government and as a consultant. He is author and co-author of a number of books the most recent of which Financial Accounting: An Introduction to Decision Making was published in 1987 by Holt, Rinehart and Winston of Canada, Limited, and has published in the Canadian Journal of Behavioural Science. His teaching interests are in the area of financial accounting, management information systems and the audit process.

CHARLES DRAIMIN, Ph.D. (Concordia), C.A.; Assistant Professor

Charles Draimin received his B.A. at the University of Toronto, M.A. (Economics) at Sir George Williams University and Ph.D. (Economics) at Concordia University. Prior to joining the Department of Accountancy at Loyola College (now Concordia University) he worked as a staff accountant at Peat, Marwick, Mitchell & Company, Montreal where he earned his chartered accountant designation. His research interests are in accounting theory, and not-for-profit accounting. He has done consulting both in accounting and economics and is the co-author of the Economics Course Notes for the Society of Management Accountants of Canada. He is currently Associate Dean of the Faculty of Commerce and Administration.

GAIL FAYERMAN, M.B.A. (McGill), C.A.; Lecturer

She holds a Bachelor of Commerce from McGill University in 1981 graduating with great distinction as a university scholar and then went on to obtain her Diploma in Accountancy also from McGill University in 1982 being placed on the Academic Achievement List. The C.A. designation was obtained in that same year. She has completed her Masters in Business Administration at McGill in 1989.

KELLY F. GHEYARA, Ph.D. (Oklahoma State), C.P.A.; Associate Professor

Dr. Gheyara's interests exist in academics, business finance, financial accounting for inflation and managerial accounting for strategic planning and control. He holds a Ph.D. from Oklahoma State University, a graduate diploma in Systems Management from Bombay University, is a Certified Public Accountant from Texas and a Chartered Accountant from India. He has authored several articles and has received research grants from several sources including one recently, from the Research Foundation of the Certified General Accountants. Dr. Gheyara has a broad and diversified international experience in public accounting and industry (steel, automotive, detergents, heavy machinery, banking and insurance) and public education. He has served on committees of the Wisconsin Institute of Certified Public Accountants, been a consultant for the Wisconsin Small Business Development Centers, a Program Co-ordinator for the Ontario Institute of Chartered Accountants and has participated in seminars hosted by the University of Wisconsin - Extension Services Programs and other agencies. He has conducted seminars on Capital Budgeting, Internal Controls and Financial Management for Small Businesses.

MOHAMED IBRAHIM, Ph.D. (North Texas); Lecturer

He joined Concordia University as Associate Professor of Accountancy in 1990. He holds a Bachelor's degree in Business and a Masters degree in Accounting from Ain-Shams University (Cairo). He also holds an MBA and Doctoral Degrees from the University of North Texas. He has had experience in both public and private accounting. He was formerly on the faculty of the University of Manitoba, University of North Texas, Tanta University (Egypt), and was a Visiting Professor at Beijing University, China. He is an active member of a number of professional and academic organizations, including the American Accounting Association, the Association of Certified General Accountants of Canada, the International Academy of Management, and the Decision Sciences Institute. He is an author of many proceedings, book reviews, and publications in refereed journals, including the Journal of Accounting Education and the Journal of Managerial Finance. His current research interests include business ethics and professional judgment in the areas of accounting and auditing.

EMILIO B. IMBRIGLIO, M.B.A. (McGill), C.A.; Lecturer

He holds a B.Comm., DIA, CA, and an MBA. He has been a lecturer in Accountancy and in the Graduate Diploma in Accountancy at Concordia University since June 1988. He was faculty lecturer in M.I.S. and Accountancy at McGill University from September 1985 to June 1988. From May 1981 to September 1985, he was a manager of Computer Auditing at Earnst Young (previously Clarkson-Gordon/Woods Gordon) while teaching part-time in the Graduate Diploma in Accountancy at Concordia University. Since then, he has successfully managed various consulting mandates. Mr. Imbriglio has been President of EDP Auditors Association (EDPAA) and the Chamber of Commerce of Riviere des Prairies. He was an Honorary member of the Institute of Internal Auditors (IIA). Mr. Imbriglio is presently treasurer of The Italian Chamber of Commerce as well as being an active member of the Canadian Italian Business and Professional Association (CIPBA), and the Canadian Tax Foundation. He has served on a number of boards of directors including Le Caisse Populaire Desjardins. Mr. Imbriglio is fluent in French, English, Italian and Spanish. He enjoys competitive cycling and volleyball.

GEORGE KANAAN, Ph.D. (Wisconsin); Assistant Professor

George Kanaan holds a Ph.D. degree in Business (Major in Accounting) from the University of Wisconsin - Madison, and a Master of Accountancy from Southern Illinois University at Carbondale. He is currently an Assistant Professor of Accountancy at Concordia. He has taught both graduate and undergraduate courses in the United States, Canada, and China. His research is mainly in financial accounting. Dr. Kanaan has presented several papers in various national and international conferences, and has published papers related to deferred income taxes, the effects of changing prices, and pension accounting.

M. RAI KAPOOR, Ph.D. (Toronto), RIA/CMA; Associate Professor

He holds a B.A. (Economics) from Panjab University, an M.B.A. from Concordia University, a Ph.D. from the University of Toronto and a professional accounting designation of C.M.A. from the Professional Corporation of Certified Management Accountants of Quebec, an affiliate of the Society of Management Accountants of Canada. Prior to joining academia, he had wide business experience and worked as a controller/manager in multinational corporations in Montreal. He was also a Director on the Board of Directors of the Professional Corporation of Certified Management Accountants of Quebec, Montreal. Dr. Kapoor has published in refereed journals in the areas of financial, cost and management accounting and accounting education.

JEONG B. KIM, Ph.D. (Temple); Assistant Professor

Professor Kim joined the Accountancy faculty of Concordia University in 1988. His previous faculty appointment was at Syracuse University (Syracuse, N.Y.) where he taught Cost and Managerial Accounting for both undergraduate and graduate students. Dr. Kim holds a Ph.D. in Business Administration with major in accounting from Temple University, and MBA and BBA degrees from Seoul National University. He has published many papers on subject related to capital markets and accounting information, and has presented numerous papers at various international conferences. His current research interests include financial statement analysis and the profitability of investment strategies, the valuation of initial public offerings and underpricing, and the role of cost allocations in a principal/agent setting. Dr. Kim has extensive teaching experience in the areas of accounting, finance, and managerial economics at various institutions, including Seoul National University, Temple University, Korea Institute for Banking and Finance, Inha University, and National Policy Academy. He has worked as a Research Associate of the Agency for Defense Development and as a General Manager of Security Analysis Division, Hanshin Economic Research Institute.

BRUCE LA ROCHELLE, M.B.A. (Toronto), C.A.; Assistant Professor

He joined the Department of Accountancy in 1987. He is currently a Ph.D. candidate at the Faculty of Administrative Studies, York University, where his dissertation concerns the regulation of financial institutions and financial institution failures. He is a Chartered Accountant and Lawyer; subsequent to his training with public accounting and law firms, he was associated with Revenue Canada, Taxation and The Office of The Auditor General of Canada. He has published articles relating to real estate law and has presented papers at several accounting and other learned society conferences. His teaching experience has primarily been in the areas of intermediate financial accounting and commercial law.

ROBERT A. LONG, Ph.D. (Michigan), C.A.; Professor

He has been teaching Financial Reporting and Control for Not-for-Profit Organizations or Accounting Theory in the Undergraduate Programme and either Financial Accounting or Management Accounting and Control in the Professional M.B.A. and Executive M.B. A. Programs, since joining Concordia's faculty in 1984. During 1985 through 1987 he served as the Director of Concordia's Graduate Diploma in Accountancy Program, which prepares students for careers in Chartered Accountancy. He instructed the Accountancy Theory courses in the Diploma Program for several years. Professor Long has extensive experience as a faculty member with the M.B.A. Programs at the Universities of Western Ontario and Toronto, and with the M.Sc. in Accounting Program at the University of Saskatchewan. He also has been the Director of Accounting Programs at the University of Waterloo. Professor Long is an active consultant with diverse experience in developing education and training programs of several national C.A. firms, most Provincial C.A. institutes, and the Department of Industry, Trade and Commerce. During the last several years, he has consulted with several small businesses, the office of the Auditor General of Canada, and the Society of Management Accountants of Canada, in areas such as national accountancy examinations, fraud detection and prevention, comprehensive auditing guidelines, and value-for-money management.

GEORGE LOWENFELD, M.Sc. (McGill), C.A.; Assistant Professor

He holds a M.Sc. from McGill University. He received his C.A. designation in 1975. His research interest lies in the area of accounting education, the education of professional accountants in a number of countries. He is presently completing his Ph.D. at the University of Toronto.

DAVID F. MACDONALD, B.Comm. (Sir George Williams), C.A.; Associate Professor

He is a graduate of Sir George Williams University and a C.A., being a member of the Ordre des comptables agréés du Québec and the Institute of Chartered Accountants of Ontario. A member of the full-time faculty since 1964, he previously taught at the University of Ottawa, prior to which he was associated with a large international public accountancy firm. He has contributed to the governance of the University as a department chairman, associate chairman, part-time university ombudsman, assistant dean and member of the Board of Governors. He has also served on many important faculty and university committees. His teaching and research interests lie primarily in the area of financial accounting. He is currently serving as a Director and President of a local investment holding company and has recently been appointed as Director of a paper distribution company. Professor MacDonald also advises and prepares the financial statements of the Maintenance Workers Union (Loyola Campus). This group is a non profit organization and the work is performed on a voluntary basis.

BRIAN MARKLAND, M.B.A. (Michigan State), C.A.; Associate Professor

He holds a B.Comm. (Honours) from Sir George Williams University, an M.B.A. from Michigan State University and has completed all but the dissertation of his Ph.D. He also holds the professional designations CA, FCIS, P Adm. His main teaching interests are in the areas of financial accounting, managerial accounting and taxation.

SANDRA ROBINSON, M.B.A. (New York); Lecturer

She received her B.A. from Barnard College, Columbia University, where she graduated magna cum laude. She was awarded the George F. Baker Fellowship at New York University, where she received her M.B.A. She later earned her C.P.A. designation from the State of Massachusetts, and worked for Touche Ross & Co. in Boston and in Montreal. She is currently a member of the Canadian Academic Accounting Association, the American Institute of Certified Public Accountants and the Massachusetts Society of C.P.A.'s. Her interests are in financial accounting and auditing.

FRANK SBROCCHI, Ph.D. (Concordia), RIA/CMA; Associate Professor and Acting Associate Dean

He received his M.B.A. from the University of Western Ontario, his Ph.D. from Concordia. He also has a CMA and RIA. He has over 15 years experience in accounting and auditing including senior control-ership appointments. He has experience in the design and implementation of management control systems in business and government. He served as a member of a task force implementing programming, planning and budgeting systems (PPBS) in government. He has taught in Hong Kong and People's Republic of China. Professor Sbrocchi is a member (C.M.A.) of the Society of Management Accountants of Canada. He has supervised the Society's Final Accreditation Examinations in Management Accounting and was an executive of the Examination Board. He has served the Society in research appointments and was involved in the supervision of over twenty project, including several undertaken jointly between S.M.A. and the National Association of Accountants in the U.S.A.

JUAN. J. SEGOVIA, Ph.D. (Paris-Dauphine); Associate Professor

He received his B.Comm.-Accounting from the University of Guanajuato, Mexico; D.E.A. and Doctorate of the Third Cycle from the University of Paris (Dauphine), France. Professor Segovia has taught extensively in the areas of Management and Financial Accounting. His research has been published in various journals of international reputation, i.e., The British Accounting Review, CA Magazine, The Accounting Educators' Journal, Contemporary Accounting Research. Dr. Segovia has held visiting appointments at universities such as Tianjin University - Tianjin, People's Republic of China; Helsinki Business School of Economics, Finland. His research interests are in the area of Management Accounting; specifically, Strategic Planning, Management Control Systems, Performance Evaluation, and Behavioural Implications of Management Control Systems.

FARHAD SIMYAR, Ph.D. (Southern California), CPA/CGA; Professor and Chair

Farhad Simyar (D.B.A., M.ACC., M.B.A., B.SC., C.P.A, C.G.A.) has taught graduate and undergraduate courses (since 1971) internationally, in Sweden, France, China, Sri Lanka, United States, the Middle East and Canada, in Accountancy, Strategic Management, International Business Management, Financial Management and other related areas. Currently his research and consulting is concentrated in the areas of International Accounting, Strategic Management, High-Tech management, Small Business management, and particularly the International Joint Ventures management in Centrally Planned Economies and Middle Eastern countries. Dr. Simyar has designed and led a multiplicity of executive development programs aimed at various levels of executives. In his capacity as the president of a management consulting firm, he has performed numerous consulting assignments in diverse fields in the areas of international business, accountancy, management and finance. Dr. Simyar has obtained professional training from Coopers and Lybrand, and has been consultant for Coopers and Lybrand in Iran, S.E. Banken of Sweden, The Charts-Co Company of France, Mitel Corporation of Canada, and various other firms within the oil, electronics and textile industries. Dr. Simyar has obtained professional designation from England, United States and Canada. He is an active member of national and international Professional Accounting Associations and Bodies such as Education Advisory Council member of the Certified General Accountants' Association of Canada; Education Committee member of International Federation of Accountants, and North American Representative for International Accounting Section of the American Accounting Association as well as serving on their Executive Committee and Research Committee. Dr. Simyar is the author of articles in the areas of accounting, international business, strategic management and energy crisis in journals such as Business Quarterly (Canada), the International Journal of Trade (USA), Journal of International Accounting Education and Research (USA), Management International Review (W. Germany), International Journal of Management (Australia), Indian Accounting Review and Politica Internazionale (Italy). Dr. Simyar has presented and/or published over sixty books, chapters in books, journal articles and papers in the proceedings of various conferences. Winner of best paper awards at the 1987 Annual Meeting of the Canadian Academic Accounting Association and Canada-China Management Conference in X'ian, China, 1990. He has also been the author of over twenty-five international case studies.

CIGDEM SOLAS, Ph.D. (Marmara U.), Istanbul; Visiting Associate Professor

She joined Concordia University after spending several years teaching at Marmara University, Turkey, four years in Yarmouk University in Jordan, a Summer at the University of Tennessee, Knoxville, U.S.A. She received her B.Com. from Izmir University, Turkey. She earned the doctorate degree in Administration with special emphasis on accounting. She spent two and a half years in London School of Economics and The City University as a research student prior to her Ph.D. She attended the International Teachers' Program in France and is a member of the Certified Accountants Association in Turkey. She developed and taught many different courses, mainly in financial accounting and the auditing area at the undergraduate and graduate levels. She has published a book and a number of articles on financial accounting. She recently completed a book on international accounting which was co-authored with a professor from the University of Nevada, Las Vegas and is the author of a book on international accounting. She has served the Turkish Expert Accountants' Association in several capacities. She joined the American Accounting Association, The British Accounting Association, The Academy of Accounting Historians and is serving on the membership committee of this organization. She has been a consultant to business and was employed with an International Auditing firm in Turkey. Her research interests include international accounting, financial reporting and inflation accounting.

MARC J. STERN, M.B.A. (Pace U.); Executive-in-Residence)

He joined Concordia University after twelve years of part-time affiliation with the university. He holds a B.A. from the University of Cincinnati, an M.B.A. from Pace University and is a C.A. with memberships in the Ordre des Comptables Agrées du Quebec and the Institute of Chartered Accountants of Ontario. As an income tax and business consultant, Mr. Stern has lectured for the Canadian Institute of Chartered Accountants, been a contractual advisor to Revenue Canada, Taxation, was Vice President, Taxation, for one of Canada's leading real estate concerns, and was a special advisor to the Government of Canada during the 1987 tax reform. Mr. Stern has also been a jurist for the entrepreneurial category of the Canadian Awards for Business Excellence, is a member of a number of Boards of Directors and is active in a number of non-profit organizations.

ALEXANDER VASIL, B.Comm. (McGill), C.A.; Lecturer

He holds a B.Comm. and Licencié in Accountancy from McGill University and is a member of the Orders of Chartered Accountancy of Quebec and Ontario. His teaching and research interests are in the fields of federal and provincial taxation and estate planning. He actively participates in a public accountancy practice and serves on the Board of Directors, and Audit Committee, of the National Bank of Greece (Canada).

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BORIS BARAN, M.Sc. (Wayne State); (Lecturer)

Obtained his B.Sc. from McGill University and his M.Sc. (Mathematics) from Wayne State University, Detroit. Prior to joining Concordia in 1981, he spent several years as a systems engineer with IBM Canada Ltd., followed by 11 years as a consultant in the area of computer-based information systems for such clients as Abbott Laboratories, the Bank of Montreal, MacDonald Stewart Textiles, and Canadian Universal Insurance Co. His teaching interests are in the area of Management Information Systems, both system and software development. His general research interests include data-base technologies, and the maximization of application development productivity. His particular research interests focus on the impact of structured methodologies on application development productivity, as well as the study of 4th generation application development tools.

CLARENCE S. BAYNE, Ph.D. (McGill); Associate Professor

Obtained his B.A. in Economics and Political Science and his M.A. in Economics at the University of British Columbia. After coming to Montreal he worked for a number of years as a Transportation Economist. He then entered McGill University, where he completed his Ph.D. in Economics, specializing in econometrics and monetary and macro-economic theory. He has worked as a consultant to the governments of the Maritime provinces (Atlantic Economic Council), and as a research economist with a McGill team preparing input-output tables for the Atlantic provinces. He has presented papers and chaired sessions at conferences of the Canadian Association of Administrative Sciences, the Canadian Operations Research Society, the Decision Sciences Institute, and the Atlantic Economic Society, as well as at the Third International Congress of the International Symposium on Forecasting. Several of these papers have been published in the proceedings of the conferences, and one was published in the Journal of the Atlantic Economic Society (1981). His research in input-output was published as a part of the collective team research in a special publication of Statistics Canada. The areas of research interest covered by his papers include sampling theory (special applications to rare samples and in accounting), forecasting (special applications to products with very short lifecycles, or forecasting demand conditions characterized by the Newsboy Problem), attribute demand analysis, energy economics, and stock price analysis. His current research focuses primarily on the problems of forecasting and sampling theory, with special emphasis on the applied aspects of these fields of study. Professor Bayne has developed a software package for immediate to short-term forecasting. This package has been developed with the assistance of a grant from the Learning Development Centre. Professor Bayne is also working as part of a team on sampling problems related to rare population problems. Part of this work is supported by a grant of \$50,000 from the Secretary of State for Multiculturalism. Professor Bayne and others have recently (1991) completed a statistical study of the demographics of the Black Community residing in the Census Metropolitan Area of Montreal. He is also one of the authors of a statistics book, Statistics Applied to Canadian Issues, currently being used as a supplement to the introductory course in statistics offered by the Department of Decision Sciences and M.I.S. Professor Bayne is the Academic Director for the Graduate Diploma in Institutional Administration.

JEAN-MARIE BOURJOLLY, Ph.D. (Waterloo); Associate Professor

Received a B.Sc. and an M.Sc. in Mathematics, and also a Certificate in Statistics, at the Université Paul-Sabatier, Toulouse, France. He holds an M.Sc. in Computer Science/Operations Research from the Université de Montréal, and a Ph.D. in Combinatorics and Optimization from the University of Waterloo. Prior to joining Concordia University, Professor Bourjolly taught Mathematics in Cognac, France, and at the C.E.C.E.P. de Sorel-Tracy. He was also Assistant Professor at the Université de Sherbrooke, where he taught Operations Research and Numerical Methods. His research interests have been diverse. After writing an M.Sc. thesis on the problem of drawing an electoral map with a computer, he served as a consultant to the Commission Permanente de la Réforme des Districts Electoraux, Québec. He is the author of a research and of a book, sponsored by the Ministère de l'Éducation du Québec, on the teaching of Mathematics in C.E.G.E.P.s from an algorithmic standpoint. He also co-authored a survey for the Ministry of State for Multiculturalism, on the integration of the youth of ethnic minorities. Dr. Bourjolly is engaged in the production of a software package for optimizing large-scale quadratic functions of 0-1 variables. His articles have appeared in INFOR, Methods of Operations Research, Mathematical Programming Study, Mathematical Programming, Discrete Applied Mathematics, and European Journal of Operational Research.

MERAL DEMIRBAG BÜYÜKKURT, Ph.D. (Indiana); Assistant Professor

Obtained her B.A. in Accounting and Finance from Bogazici University (Turkey), M.B.A (Major in Decision Sciences) from Indiana University and her Ph.D. in Business with a major in Decision Sciences and minors in M.I.S. and Statistics from Indiana University. She served as a visiting assistant professor at Washington State University, Faculty of Business and Economics, during the 1983-84 academic year. She joined Concordia University Faculty of Commerce and Administration in Fall 1984. She has published in IIE Transactions, the Journal of Marketing Research and Decision Sciences. Her research interests include quantification and measurement of uncertainty in information presentation and decision making, measurement and effects of verbal vs. numeric expressions of ambiguity in group decision making, and use of simulation methodology in analyzing various statistical methods.

DALE DOREEN, Ph.D. (Alabama); Associate Professor

Obtained his B.S., M.A. and Ph.D. degrees in Business Statistics from the University of Alabama and did post-doctorate studies at the University of Pennsylvania's Wharton School. As a graduate student, he spent five summers as a student trainee in a variety of European organizations including Swissair in Zurich, The Economic Institute of the Czechoslovak Academy of Sciences in Prague, and the Central Bank of Malta in Valletta. Dr. Doreen joined the Department of Quantitative Methods at Concordia University in 1971 and has served as Assistant and Associate Professor, as well as Chairman of the Department of Quantitative Methods from 1978 to 1980. At Concordia, Dr. Doreen has taught various courses in statistics, operations research and entrepreneurship. During leaves of absence from Concordia, Dr. Doreen has worked as a Systems Research Analyst at the Wharton School's Busch Research Center, an adjunct professor of Management Science at Drexel University in Philadelphia, and a Visiting Professor of Management at the National University of Singapore. Dr. Doreen has co-authored a chapter for a book entitled Mediterranean Europe and the Common Market: Studies of Economic Growth and Integration. Additionally, he has written and co-authored a variety of articles for publication and conference presentations in the areas of non-parametric statistics, marketing research, entrepreneurship, and small business. He has been awarded research grants from the Canadian National Research Council (for research in the area of non-parametric statistics), Concordia's Council for Advanced Scholarly Activities (for research in the areas of non-parametric statistics and Canadian entrepreneurship), the Formation de Chercheur et d'action Concertée (FCAC) with R. Dainow (for research in the area of entrepreneurship), and the Social Sciences and Humanities Research Council of Canada (for research in the area of Credit Scoring for Small Business Loans). He served as Academic Director of the Executive M.B.A. program from 1986 to 1992.

JAMSHID ETEZADI, Ph.D. (Toronto); Assistant Professor

Holds a B.Eng. and an M.A. and a Ph.D. in Measurement, Evaluation and Computer Applications from O.I.S.E., University of Toronto. He worked as a research associate for the Ontario Cancer Institute and later joined the Department of Biostatistics and the Department of Surgery of University of Toronto as an assistant professor. Dr. Etezadi has taught graduate courses in statistics at Michigan State University and has more than 10 years experience in data analysis and statistical consulting. His present research interests include multi-attribute decision making, decision support systems, factor analysis and structural equations, analysis of unemployment data, telecommuting and end-user computing success. His articles appeared in journals such as Psychometrika, British Journal of Cancer, Journal of Organizational Behavior and Human Performance, Communication in Statistics, and Biometrics, and MIS Quarterly.

ALI F. FARHOOMAND, Ph.D. (McGill); Associate Professor

Obtained his B.Eng. and M.B.A degrees from Concordia University, and his Ph.D. degree from McGill University. He is a Doctoral Fellow of the Society for Information Management (SIM). He has published in MIS Quarterly, IEEE Transactions on Engineering Management, DataBase, EDI Forum, Datamation, Journal of Information Systems Management, and others. He is also the author of Cases in Management Information Systems, published by West Publishing Company in 1989. Dr. Farhoomand's research interests focus on electronic data interchange, automated manufacturing systems, information systems security management, and adoption of information technology.

MOHAN GOPALAKRISHNAN, Ph.D. (Alabama); Assistant Professor

Obtained his B.E. in Production Engineering from College of Engineering, Guindy, India. He also received his M.S. in Industrial Engineering and Ph.D. in Management Science from the University of Alabama. Dr. Gopalakrishnan joined Concordia University in January 1992. Prior to joining Concordia he worked as a production engineer in India between 1983 and 1985, as a research assistant with the Alabama Productivity Center from 1987 to 1991, and as a teaching assistant at the University of Alabama from 1985 to 1990. His research interests include production scheduling, manpower planning, total quality management, systems simulation, and preventive maintenance.

SURESH K. GOYAL, M.Sc. (Strathclyde); Professor

Was awarded a B.Sc. in Mechanical Engineering at Ranchi University (India), a Dip. Tech. Sci. in Production Engineering from the University of Manchester Institute of Science & Technology, and an M.Sc. in Operational Research from the University of Strathclyde. Professor Goyal has been a Senior Lecturer at the Polytechnic of Wales, a Research Fellow in the Department of Operational Research at the University of Strathclyde, a Lecturer at Newcastle-upon-Tyne Polytechnic and an Assistant Maintenance Engineer at Gauhati Refinery in India. He has published over 200 articles in Indian, American, Canadian, South African, Danish and British journals. Professor Goyal's articles have appeared in Management Science, Operations Research, Operational Research Quarterly, International Journal of Production Research, Engineering Costs and Production Economics, Opsearch, Management Accounting, Cost and Management, The South African Chartered Accountant, Hydrocarbon Processing, Petroleum Management, etc. Professor Goyal has presented over 50 papers in conferences in England, the United States, Canada, Hungary and Holland. Application of Operational Research techniques to production-inventory systems and to maintenance problems constitute his present research interest. He visited the Department of Industrial Engineering, Pontificia Catholic University, Rio de Janeiro, Brazil, in the Summer of 1982. He is involved in a number of joint research projects with academics both within Canada and outside Canada. He is a member of the Operational Research Society, and Institute of Management Sciences. He is frequently asked to referee papers submitted to journals such as Management Science, International Journal of Production Research, European Journal of Operational Research, Journal of Operational Research Society, Naval Research Logistics Quarterly, Journal of the Canadian Operations Research Society and the Journal of the Indian Operational Research Society. Professor Goyal has chaired numerous paper sessions at national and international conferences. He was Program Chairman of the Management Science Division of the Administrative Sciences Association of Canada (ASAC) during 1985-86. In that capacity he edited the proceedings of the Management Science Division of ASAC, 1986. He was the Divisional Chairman of the Management Science Division of ASAC during 1986-87. He was contributing Editor for International Abstracts in Operational Research during 1983-88; Associate Editor of the Journal of Operational Research Society of India during 1986-89; Departmental Editor of the Production Management Area of the Journal of Administrative Sciences Association of Canada during 1986-89. Professor Goyal is the Area Editor of Production and Operations Management, member of the Editorial Review Board of the International Journal of Operations and Production Management, and member of the International Editorial Board of Production Planning and Control. He is also a reviewer for Zentralblatt Für Mathematik.

MOHAMED KHALIFA, Ph.D. (Pennsylvania); Assistant Professor

Received his M.A. (in 1986) and his Ph.D. (in 1991) from the Wharton School, University of Pennsylvania. Dr. Khalifa's thesis is on modelling the learning of computer systems, his major field being Information Systems and minor field Decision Processes. He has served as a System Analyst for "La Société Nationale Immobilière de Tunis", as a Teaching Assistant and Research Assistant at the Wharton School, and more recently, as a consultant for the Institute of Research on Higher Education (University of Pennsylvania) where he supervised the creation of a database and development of software for transcript analysis. He has supervised the research of several M.B.A. students at Concordia University and is currently supervising a Ph.D. student. Dr. Khalifa has published in the ACM/SIGCHI bulletin, and has presented papers at refereed conferences such as CHI and HICSS. His research interests include Human-Computer Interaction, and the Design of Hypertext and Decision Support Systems.

DENNIS KIRA, Ph.D. (British Columbia); Associate Professor

Received his B.Sc. and M.Sc. in Mathematics from Simon Fraser University and Ph.D. in Management Science from the University of British Columbia. He has published in Management Science, the Review of Economic Studies, Omega, the Journal of Environmental Economics and Management, Decision Making Under Uncertainty, IEEE Transactions, Managerial and Decision Economics, Journal of Operational Research Quarterly and Journal of Business. His research interests are in Decision Support Systems, Strategic Planning Models, Financial Modelling, and Choice Models.

MARTIN KUSY, Ph.D. (British Columbia); Associate Professor and Dean of the School of Graduate Studies

He graduated from Sir George Williams University (B. Comm.), the University of Windsor (M.B.A.), and the University of British Columbia (Ph.D.). He has taught at Concordia University since 1976. Professor Kusy's principal research interest is stochastic programming, both from a theoretical and an algorithmic perspective, as well as its applicability to problems of financial planning. He has published the results of his research in such journals as Operations Research, Engineering Costs and Production Economics, Journal of the Operational Research Society, IEEE Transactions on Engineering Management and Opsearch. He has been a consultant to The Royal Bank of Canada, IBM, General Motors and Clairol, among others. His activities in this capacity include quality control analysis, teaching of process control techniques, evaluation of statistical methodologies, and analysis of production and operations management procedures.

TAK K. MAK, Ph.D. (Western Ontario); Associate Professor

Obtained his B.Sc. degree in Mathematics from the Chinese University of Hong Kong. He also holds an M.A. in Mathematics from York University and a Ph.D. in Statistics from the University of Western Ontario. Prior to joining Concordia University, he taught at the Hong Kong Polytechnic, the University of Hong Kong and the Memorial University of Newfoundland. His research interest is in Statistics, and he has published in different areas, including errors-in-variables, interclass correlations, ranked data, analyses of misclassified data, intraclass correlations in dichotomous data, and survey sampling. His articles have appeared in statistical journals such as the Journal of the Royal Statistical Society, Biometrika, Journal of Multivariate Analysis and the Canadian Journal of Statistics. He is currently an Associate Editor of the Canadian Journal of Statistics and an elected member of ISI. He has also reviewed grant applications for NSERC and US National Science Foundation, and acted as referee for some statistical journals.

DANIELLE MORIN, Ph.D. (McGill); Assistant Professor

Obtained her B.Sc. (Mathematics) and M.Sc. (Statistics) from the Université de Montréal, and a Ph.D. (1989) in Statistics at McGill University. During her graduate studies, Professor Morin has been a lecturer in the Department of Mathematics and Statistics at both McGill and Concordia Universities. In 1988 she joined the Faculty of Commerce and Administration of Concordia University. Her major academic interests are Business Statistics and Multivariate Statistics, which she teaches in the M.B.A. Professional and Executive Programs and in the Joint Ph.D. Program. Her research interests are focused on Multivariate Statistics, Theory of Distributions and Special Functions, Women in Management, as well as Event Analysis. She has published in journals such as Communications in Statistics, Theory and Methods, STATISTICA, Quaderni di Statistica, Journal of the Operational Research Society and also in several conference proceedings. She has also co-authored a book entitled Statistics Applied to Canadian Issues, published by Ginn Press. Dr. Morin was co-organizer of Statistics '91 Canada, the third Canadian conference in Applied Statistics. She was also an invited speaker at the colloque "L'Université avec les Femmes" at the University of Montreal. She participated at the Colloque des Mathématiciens du Québec, the Symposium on the Interface Computing Science and Statistics (1989), the 209th IMS meeting (1989), the 214th IMS Meeting (1990) on Bootstrap Techniques, and the 1991 ASAC Conference. She is also Treasurer of the Montreal Chapter of the Statistical Society of Canada.

FASSIL NEBEBE, Ph.D. (Queen's), Associate Professor

Obtained his B.Sc. (Statistics) from Haile Selassie I University, M.Sc. (Econometrics/Statistics) from Southampton University, and Ph.D. in Mathematics and Statistics from Queen's University. He worked as a Research Statistician in a government corporation, and later held a teaching position at Addis Ababa University. After completion of his Ph.D., he stayed at Queen's as a Postdoctoral Fellow. Professor Nebebe's current research interests are in the areas of Bayes empirical Bayes methods and bootstrapping techniques. His papers have appeared in the Communications in Statistics, the Journal of Quantitative Economics, the Journal of Educational Statistics, the Canadian Journal of Statistics and the Ethiopian Journal of Development Research. He has also co-authored two books, entitled Statistics with Minitab (Ginn Press, 1990) and Statistics Applied to Canadian Issues (Ginn Press, 1991). Since September 1990 Professor Nebebe has been Treasurer II of the Ethiopian Statistics Association, handling membership fees for U.S.A. and Canada. He was also co-organizer of STATISTICS'91 - The Third Canadian Conference in Applied Statistics, held in Montreal in May 1991.

THEMISTOCLES (THEMIS) POLITOF, Ph.D. [(Calif.), Berkeley]; Associate Professor

Obtained his B.A. (Physics) from the University of Athens, and his M.A. (Physics), M.S. (Operations Research), M.B.A. (A.B.T.) and Ph.D. in Operations Research from the University of California at Berkeley. He joined Concordia University in 1984. Prior to that he was Assistant Professor for two years at the Faculty of Business of the University of Alberta, Edmonton. His research interests are focused on Networks, Network Reliability, Computational Complexity of O.R. Problems and Operations Management. He has published papers in Discrete Applied Mathematics, IEEE Transactions on Reliability, Mathematics of Operations Research, Networks, and has made several presentations at international conferences.

AHMET SATIR, Ph.D. (Manchester); Associate Professor

Obtained his B.Sc. (Industrial Engineering) from Middle East Technical University in Turkey, M.Sc. (Engineering Production) from the University of Birmingham, United Kingdom and his Ph.D. degree in Management Science from the University of Manchester. His major academic interests focus on Production and Operations Management issues with special emphasis on operational planning and control problems of flexible manufacturing systems and just-in-time production.

MAHESH C. SHARMA, M.B.A. (McGill); Lecturer

Obtained his undergraduate degree in Mechanical Engineering from the Institution of Engineers (India), postgraduate Diploma in Mechanical Engineering, Master of Engineering (M.Eng), postgraduate Diploma in Management, and M.B.A from McGill University. He has 28 years experience in designs project engineering. His research/area of interest is in Operations Research, Production Management and Statistics. He has written notes on Linear Programming, which have recently been published by Ginn Press.

THOMAS J. TOMBERLIN, Ph.D. (Harvard); Associate Professor

Graduated with a Ph.D. in Statistics from Harvard University in 1982. He has taught at Baruch College of the City University of New York and at the University of Southampton in England. In addition, he has worked as a Survey Methodologist for Statistics Canada and as a Research Associate for Analysis and Inference, Inc., a small consulting firm in Boston, Mass. His principal research interests are statistical applications in casualty actuarial science, statistical issues in cases of employment discrimination, statistics and the law, the design and analysis of sample surveys, and applications of empirical Bayes estimation techniques. He has co-authored articles appearing in the Journal of the American Statistical Association, the Journal of Business and Economic Statistics, the Journal of Risk and Insurance, Survey Methodology, Sociological Methods and Research, the American Journal of Botany, and Public Health Reports. He has also consulted with a number of major corporations and other organizations, including The Royal Bank, General Motors, NASA, and Statistics Canada.

PETER WADE, Ph.D. (McGill); Adjunct Associate Professor

Joined the Faculty of Commerce and Administration at Concordia University in June 1982 as Associate Professor. Previously he was Chairman of the Computer Science Department at Bishop's University in Lennoxville, where he had been teaching for two years. Prior to his academic appointments he had spent 27 years in business, primarily as a management consultant, first with Price Waterhouse and Associates and later with Currie, Coopers & Lybrand. Previously he was Director of Systems for Celanese Canada and General Manager of Trans-Canada Computer Utility Ltd. His academic background includes a Ph.D. in Management from McGill University, an M.Sc. in Informatique from the Université de Montréal and a B.A. in Maths and Physics from the University of Toronto. His research interests relate to management use of information and decision support systems. The titles of his two software packages are MERLIN* (for data analysis) and QUESTAN* (for survey analysis).

*Canadian and U.S. trademarks.

ROLAND WILLS, M.B.A. (Windsor); Associate Professor and Associate Dean

Is a graduate of Dalhousie University. He obtained his M.B.A. from the University of Windsor. He joined the Faculty of Commerce in 1965 as part of the team which later formed the Quantitative Methods Department. His main interest lies in Business Curriculum development, and he chairs the undergraduate Curriculum Committee.

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MOHSEN ANVARI, Ph.D. (Case Western Reserve); Professor

Joined Concordia University ten years ago after leaving the Standard Oil Company of Ohio where he worked in the treasury department. He was an organizer and co-chairman of the first and second national cash management conference in Canada and the organizer and chairman of the first and second symposium on cash, treasury, and working capital management. Professor Anvari has taught and has been active in treasury management research. His publications have appeared in: Management Science, Decision Sciences, Financial Management, Journal of Cash Management, International Journal of Management, Advances in Working Capital Management, International Journal of Management Science, Journal of Small Business Management, Treasury Management Review, Journal of Operational Research Society, and other journals. Professor Anvari is the founding director of the Treasury Management Centre.

LAWRENCE J. BOYLE, Ph.D. (Maryland); Associate Professor

Prior to joining the university, he worked in the shipping business, and as an investment counsellor. His research interests are in the areas of personal financial management and retirement planning. He is active in the personal financial management community and is a past Acting Dean of the Faculty of Commerce and Administration. His teaching interests are in the areas of financial management, investment analysis, personal finance, and transportation.

ABRAHAM I. BRODT, Ph.D. (New York); Associate Professor

His articles have appeared in The Journal of Banking and Finance, The Journal of Futures Markets, Portfolio Theory: 25 years after Markowitz, The Journal of Bank Research, Advances in Working Capital Management, Insurance: Mathematics and Economics, and other refereed publications. His principal teaching, research, and consulting interests are the financial management of financial institutions and portfolio management.

YIU-MING (RICHARD) CHUNG, Ph.D. (Ohio State); Assistant Professor

Joined the Department of Finance in June, 1992. His research interests are in new security offerings, financial distress and management turnover.

BRUCE ENGLISH, M. Comm. (Toronto); Associate Professor (On Sabbatical June 1/92 - December 31/92)

Prior to joining the Loyola Campus of our university in 1968, he worked in Calgary as marketing research manager for Molson's Western Breweries and an Assistant to the Treasurer of Molson's Quebec. His research and teaching interests are in the area of corporate financial management.

ALAN HOCHSTEIN, Ph.D. (McGill); Associate Professor

Before joining Concordia's Finance Department, he taught economics at McGill's graduate business school for a number of years. He has written a microeconomics textbook and has published in the Canadian Personnel and Industrial Relations Journal, Canadian Public Policy, The Gerontologist, The Atlantic Economic Review and Canadian Journal of Marketing Research. He teaches in the areas of general finance and business economics.

ARVIND K. JAIN, Ph.D. (Michigan); Associate Professor

Professor Jain joined the Department of Finance in June 1990 leaving Indiana University where he held a visiting position. Prior to that Dr. Jain was with the Faculty of Management at McGill University. His previous positions include advisory roles in Mexico and Tanzania. Professor Jain's specialty is in the area of International Finance, International Banking, and International Business. His works have appeared in Journal of Money Credit and Banking, Economic Letters, Journal of International Business Studies, Bank Administration Magazine, Review of Research in Banking and Finance, among others. He is a member of the editorial board of Journal of International Business Studies.

ABOLHASSAN JALILVAND, Ph.D. (North Carolina); Associate Professor

His principal teaching and research interests are in the areas of the firm's capital structure and dividend decisions, management of financial risk, financial econometrics and international debt problems. He has published in the Journal of Finance, Journal of Banking and Finance, Economics Letters, Financial Review, and Journal of Economics and International Relations. He has received the best finance paper awards in a number of scholarly conferences, such as the Administrative Sciences Association of Canada and the Eastern Finance Association. He has been the 1990 Finance Division Program Chair for the Administrative Sciences Association of Canada and has been invited to organize different sessions for national and international conferences. Professionally, he has held the position of the Visiting Research Fellow in the Department of Finance at Bell Canada Inc., and has advised Canadian corporations on matters related to the rate of return regulation, corporate funding decisions and financial risk management. He has been the Director of the International Exchange Program at the Faculty of Commerce at Concordia University and is presently the Chair of the Finance Department.

LAWRENCE KRYZANOWSKI, Ph.D. (British Columbia); Professor (On Sabbatical June 1/92 - May 31/93)

He has been a Visiting Scholar at the University of British Columbia, a Research Associate at the University of Rochester, and a resident consultant at the Federal Department of Finance. His teaching and research interests are in the areas of asset pricing models, efficiency and regulation of capital markets, portfolio theory, international business, and real estate finance. He is the author or co-author of five books, including a major Canadian finance textbook, Principles of Managerial Finance. He has published in many refereed journals, such as the Journal of Finance, Journal of Financial and Quantitative Analysis, Financial Review, Bell Journal of Economics, Journal of Banking and Finance, Journal of Urban Economics, Economics Letters, Sloan Management Review, Canadian Journal of Administrative Sciences, and the Insolvency Bulletin. He has consulted for industry and government, and conducted research studies for a variety of departments of the Government of Canada.

GREGORY J. LYPNY, Ph.D. (Toronto); Assistant Professor

His research interests are in capital markets, corporate finance, and experimental finance. He has published in the Journal of Futures Markets.

JIHAD S. NADER, Ph.D. (Toronto); Associate Professor and Associate Dean, Academic and Student Affairs, Loyola

For several years, he was a senior loan officer with Citibank in Beirut, Lebanon and Athens, Greece. He has been a full-time faculty member at the American University of Beirut, University of Toronto, and Wilfrid Laurier University before joining Concordia. His teaching interests are in the areas of financial theory, investment and portfolio management, capital budgeting, and pension finance. His principal research interests include pension fund investment strategies, the valuation of pension obligations, interactions between labour economics and corporate finance, immunization strategies, multiple objective models of portfolio selection and performance measurement, and real estate valuation. He has published in the Journal of Risk and Insurance, Resource - The Journal of the Real Estate Institute of Canada, Employee Benefits Journal, Policy Options, and Actuarial Approach for Financial Risks.

TAE H. PARK, Ph.D. (Michigan); Assistant Professor

Joined Concordia in June, 1990. His research interests are in real estate finance and contingent claims.

CLEVELAND S. PATTERSON, Ph.D. (McGill); Associate Professor (Leave of Absence January 1/92 - December 31/92)

Prior to joining Concordia in 1980, he was an executive in the telecommunications industry in the U.S. and Canada for many years and, from 1968 to 1973, was Assistant Vice-President (Finance) of Bell Canada. He has done extensive consulting work in public utility finance and regulation for industry and government clients and has also been a director of several major Canadian firms in the financial services industry. His principal teaching and research interests are in the area of corporate finance and utility regulation and he has published in several journals and books including, Financial Management, the Journal of Finance, The Journal of Business Finance and Accounting, and Accounting and Finance. From 1986-1989 he was Professor and Chairman of Finance at the University of Otago in New Zealand.

ABDUL RAHMAN, Ph.D. (Concordia); Associate Professor (Leave of Absence July 1/92 - May 31/93)

Has published articles in refereed journals including the Review of Economics and Statistics, Journal of Financial and Quantitative Analysis, Journal of Futures Markets, and Economics Letters. He was co-winner of the American Individual Investors Award in 1986. His research interests include financial econometrics, contingent markets and real estate finance.

PIERRE SEVIGNY, B. Comm. (Laval); Executive-in-Residence

Holds B.A. and B. Comm. degrees from Laval University. His early business experience was in export-import finance and foreign trade. He was elected to Parliament in 1958, became deputy speaker of the House of Commons and after his appointment to the Federal Cabinet as Associate Minister of National Defence he headed economic delegations to Latin America and the mission that led to "Expo 67". He was also a member of the Treasury Board. He has taught courses at Concordia since 1968 and became a full-time member of the Finance Department in 1980. His main teaching areas are financial institutions and real estate finance. His publication record includes two historical books, several articles on business and financial topics, a study on monetarism and a study on defence aspects in Canada. Professor Sevigny is also a recent appointee to the Board of Directors of the Army Benevolent Fund of Canada.

LATHA SHANKER, Ph.D. (Florida); Associate Professor

She was a Research Associate at the Center for the Study of Futures Markets at Columbia University, the Acting Director of the Concordia International Business Program, has held a faculty position in Finance at McMaster University and worked in the computer field in Tata Consultancy Services, Bombay, India and in Burroughs Corporation, Detroit. Her publications include articles in the Journal of Accounting, Auditing and Finance, Journal of Financial and Quantitative Analysis, Journal of Futures Markets, Journal of Financial Research, Journal of the Midwest Finance Association and Research in Finance. Her current research interests are futures, options, banking and international finance.

JEANNETTE A. SWITZER, Ph.D. (Oklahoma); Assistant Professor

Joined Concordia in June, 1992. Her current research interests are mergers and acquisitions, corporate control issues, and capital structure.

LORNE SWITZER, Ph.D. (Pennsylvania); Associate Professor (Leave of Absence June 1/92-May 31/93)

Has published articles in a number of journals and books including The Review of Economics and Statistics, Management Science, Research Policy, Applied Economics, The International Journal of Bank Marketing, Canadian Public Policy, Applied Economics, and Corporate Structure Finance and Operations. He is the author of two books: The Financing of Technological Change and Economic and Industrial Analysis, and is completing the development of a third, The Economic Environment of Business. He has conducted research studies for a variety of organizations including the Government of Canada, the Government of Quebec and the Institute of Canadian Bankers. His research and teaching interests include financial theory, capital markets, commercial banking, and the economics of technological change.

PAULA L. VARSON, Ph.D. (North Carolina); Assistant Professor

Dr. Varson joined the Department of Finance in June, 1991, from The London School of Economics. Prior to that, she was an Assistant Professor at the University of Colorado. She has been invited to present papers at a number of scholarly conferences, both in North America and Europe. Also, she contributed over 150 problems to a forthcoming corporate finance text. Her current research interests are contingent claims analysis, derivative securities markets, cross-market pricing relationships and non-linear dynamics.

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STEVEN APPELBAUM, Ph.D. (University of Ottawa); Professor

He has research interests in organizational stress, organization development and human resource systems. He has authored texts in health care administration; Stress Management For Health Care Professionals and Time Management For Health Care Professionals. He co-authored three editions of Principles of Modern Management: A Canadian Perspective with Samuel C. Certo. He also co-authored three editions of Contemporary Canadian Business with M. Dale Beckman, Louis Boone and David Kurtz. His publications have appeared in such journals as Group Process, Health Care Management Review, Journal of Management Development, University of Michigan Business Review, Personnel Administrator, Hong Kong Journal of Business Management, Leadership and Organization Development Journal, Academy of Management Proceedings, The Business Quarterly and Organizational Dynamics. Other professional activities include the presentation of papers of professional conferences, research studies, and consultation with varied organizations.

KAMAL ARGHEYD, D.B.A. (Harvard); Associate Professor

He has research interests in the areas of value systems with special reference to international business, policy, and strategic analysis; he is particularly interested in the cross-cultural aspects of these issues. He has presented papers at numerous national and international conferences. He has written several book chapters and has published in such journals as the International Journal of Management, Politica Internazionale and Business Quarterly. He has published (with A.B. Ibrahim) Strategic Management: Readings and Cases for the Canadian Environment, McGraw-Hill Ryerson, 1992.

BLAKE ASHFORTH, Ph.D. (Toronto); Associate Professor

He has research interests in the adjustment of newcomers to work, organizational socialization, and the dysfunctions of organizational structures and processes. He has published in the Academy of Management Review, Administration & Society, Canadian Journal of Administrative Sciences, Human Relations, Journal of Applied Psychology, Journal of Applied Social Psychology, Journal of Business Ethics, Journal of Health and Human Resources Administration, Journal of Organizational Behaviour, Leadership Quarterly, Organizational Behavior and Human Decision Processes, Organization Science, and Public Administration Quarterly, and presented over 25 research papers at various conferences.

VISHWANATH BABA, Ph.D. (British Columbia); Professor

He has research interests in the areas of work stress, relations between work and non-work, organizational commitment, job involvement, absenteeism turnover, and ethnic groups. He has published in Journal of Applied Psychology, Human Relations, Personnel Psychology, Journal of Organizational Behavior, Research in Human Resources Management, Public Personnel Management, International Journal of Management, International Journal of Comparative Sociology, Journal of Social Research, and Industrial Relations (Laval) and has presented many papers in conferences in North America and abroad. Some of his research has been published as chapters in edited books. He has also edited a book with Joe Kelly entitled The New Management Scene. He is currently the editor-in-chief of the Canadian Journal of Administrative Sciences.

J. PIERRE BRUNET, Ph.D. (Ecole des Hautes Etudes Commerciales); Associate Professor

He has research interests in strategy formation and policy analysis, as well as in decision processes. His current research is a study of the major variables that influence strategic decision-making in the airline industry. He has published in both English and French in La Revue Internationale de Gestion, The Montreal Business Report, Advances in Strategic Management, and other journals, and has designed and conducted several workshops and seminars on management styles, strategy making, motivation and leadership in North America and Europe. He has presented papers at academic conferences.

MICHAEL CARNEY, Ph.D. (Bradford); Associate Professor

He has research interests in inter firm cooperation, industry restructuring and the effect of geography on business organization. Recent research includes studies of retail buying groups, franchising, and public-private sector cooperation in the pharmaceutical industry in Canada. He has published in Strategic Management Journal, Journal of Management Studies, Organization Studies, Economic and Industrial Democracy, and Telecommunications Policy.

RON CRAWFORD, Ph.D. (Yale); Professor

He has research interests in human resource management and organizational strategy. In addition to his book, Canadian Management Responses to Social Issues, Professor Crawford has published in such journals as Human Resource Management, Academy of Management Review, Industrial Relations (Laval), Supervisory Management, Long Range Planning, and Journal of Occupational Medicine and has made presentations at numerous conferences. Professor Crawford's current work focuses on the inter-section of strategic management and human resource development. One cluster of studies concerns grass roots and managerial initiative under uncertainty and the ways in which that capacity is acquired. A second concentration is how to incorporate initiative and improvisation into occupational charters and business planning. Related research includes the ways people explore and interpret complex, turbulent situations, and how uncertainty is managed across organizational boundaries in networks of suppliers, clients, and collaborating firms.

LINDA DYER, Ph.D. (Carnegie-Mellon); Associate Professor

She has research interests which include expertise in organizations, the consulting process, social cognition, learning and socialization in organizations, gender research, and group decision making. Her research has been presented at various conferences and published in Journal of Personality and Social Psychology and Organizational Behavior and Human Decision Processes.

HAROLD A. GRAM, Ph.D. (Syracuse); Associate Professor

He has research interests in business policy, corporate planning, and the social responsibility of business. He has published a text book and a case book in business policy, a principles of management text and three books in the area of social responsibility. He has also published in Long Range Planning, Academy of Management Review, Journal of Small Business and Entrepreneurship and Managerial Accounting. His professional experience includes the preparation of long range plans and strategy for various organizations.

LOUIS HEBERT, A.B.D. (Western Ontario); Assistant Professor

He has research interests in Business Policy and International Business. He is particularly interested in the formation and management of strategic alliances and the strategic management of technology. His current research focuses on the impact of the division of control on the relationship between parent firms and the performance of international and domestic joint ventures. He has presented papers at major academic conferences in North America and Europe, and has published several papers on technology strategies and the management of joint ventures.

A. BAKR IBRAHIM, Ph.D. (Concordia); Professor

He has research interests in strategic management, small business and entrepreneurship. He has published in Journal of Small Business, Journal of General Management, Journal of Small Business and Entrepreneurship, American Journal of Small Business, Journal of Strategic Direction, Journal of Export Digest, Business Horizons, and FORUM, and has presented many papers in conferences in North America and abroad. He sits on the editorial board of the Journal of Small Business Management. Professor Ibrahim is the author of Entrepreneurship and Small Business Management: Text, Readings and Cases published by Kendall/Hunt - W.C. Brown, 1990 and Strategic Management Readings and Cases published by McGraw Hill, 1992. He has also published many chapters and cases in books.

MUHAMMAD JAMAL, Ph.D. (British Columbia); Professor

He has research interests including occupational stress, shift work, moonlighting, burnout and international management studies. He has published in Organizational Behavior and Human Performance, Journal of Organizational Behavior, Canadian Journal of Administrative Sciences, Human Relations, International Journal of Management, Journal of Human Stress, Human Resources Management, Personnel Psychology, Industrial Relations (Berkeley), Journal of Vocational Behavior, Journal of Applied Psychology, Journal of Occupational Psychology, Industrial Relations (Laval), Personnel Journal, Public Personnel Management and has presented over thirty research papers in various national and international conferences.

GARY JOHNS, Ph.D. (Wayne State); Professor

He has research interests that include absence from work, turnover, leadership and research methodology. He has published in Journal of Applied Psychology, Academy of Management Journal, Organizational Behavior and Human Decision Processes, Research in Organizational Behavior, Human Relations, Psychology Today, Academy of Management Review, and Canadian Journal of Administrative Sciences. Author of Organizational Behavior: Understanding Life at Work (Harper Collins, 1992). Recipient of Academy of Management OB Division's New Concept Award and American Psychological Association Division 14 Edwin E. Ghiselli Research Design Award. On editorial boards of Journal of Management and Journal of Occupational and Organizational Psychology.

JOE KELLY, Ph.D. (Strathclyde); Professor

He has research interests in the areas of observational studies of executive behaviour and decision-making in the assessment centre. As well as publishing in Human Relations, Harvard Business Review, Sociological Review, and the Journal of Industrial Economics, he has written a number of books in organizational behaviour and management. His most recent book, Organizational Behavior: Readings, Cases and Exercises, 2nd edition, (with J.B. Prince and B. Ashforth) was published by Prentice-Hall in 1991.

RICHARD LANDE, Ph.D. (Bath); Associate Professor

Prof. Lande's (B.A., L.L.L., F.C.I.T., F.B.I.M., F.R.S.A.) area of specialization involves freight transportation and competition policy. Among his publications National Transportation Policy (Butterworths, 1992), Railway Law and the National Transportation Act (Butterworths, 1989) and Comparison Between Australian and Canadian Contracts (Australian G.P.O., 1988) are his most recent. He has been national chairman of both the Chartered Institute of Transport and National Transportation Week and change has served as president of the Centre de Transport Internationale des Marchandises and of the Railway Law Association of Canada.

JEAN McGUIRE, Ph.D. (Cornell); Associate Professor

She has research interests in strategy implementation, organizational conflict, executive compensation, and organizational power and politics. She has published in the Academy of Management Journal, Journal of Management, Human Relations, and Advances in Strategic Management. She has made numerous presentations at Regional and National Academy of Management meetings and at the Strategic Management Society.

RICHARD MOLZ, Ph.D. (Massachusetts); Associate Professor

He has research interests in corporate strategic response to public policy initiatives, management adaptation to privatization of government enterprise, relationships between ownership structure, corporate strategic management and the generation of wealth. He has had his research published in Advances in International Comparative Management, Columbia Journal of World Business, Management International Review, Strategic Planning Management, Journal of Business Research, Long Range Planning, Journal of Business Ethics, Journal of Business Strategy, and Business Horizons.

ROBERT J. OPPENHEIMER, Ph.D. (Toronto); Associate Professor

He has research interests in the areas of change, conflict resolution and performance as they pertain to individuals, groups and organizations. These include the subjects of organizational change and development, leadership, motivation, and organizational effectiveness. He has designed and conducted seminars, work-shops, and conferences in numerous areas including goal setting, time management, motivation, productivity and QWL, and has published articles on leadership, motivation, performance, experiential learning designs and diagnosing training needs.

PETER. E. PITSILADIS, Ph.D. (Washington); Associate Professor

He has research interests in the areas of comparative organizational analysis and public sector collective bargaining. His organizational research has focused on the relationship between context-structure consonance and the performance of large scale organizations. In small business firms, his current research interests deal with the relationship of management strategies and performance. In the area of collective bargaining his studies have examined the influence of various contextual factors on the bargaining process and out-comes. He has been a contributor to a number of scholarly texts on organization and management and his research has been presented at learned and professional conferences.

J. BRUCE PRINCE, Ph.D. (Southern California); Associate Professor

He has research interests in career and human resource management issues, individual-organization-job fit, allocative and opportunity structures, performance appraisal, and social cognition and reality construction processes. His research has been published in the Academy of Management Review, Journal of Applied Psychology, Organizational Behavior and Human Decision Processes and included in various books (e.g., Mohrman, et. al. Designing Performance Appraisal System, 1989, Jossey-Bass). He has published (with J. Kelly and B. Ashforth) a second edition of the book, Organizational Behavior: Readings, Cases and Exercises, Prentice-Hall, 1991. Also, he has presented research at the Administrative Sciences Association of Canada conferences, and regional and national Academy of Management meetings.

G.S. RAJAN, Ph.D. (Wisconsin); Associate Professor

He has research interests in the areas of the Canadian labor movement, labor and society, and comparative collective bargaining. He has published in Labour Studies Journal, Indian Journal of Industrial Relations, Personnel Psychology, and Labor History, and presented papers at the Canadian Industrial Relations Association Annual Meetings.

ALAN M. SAKS, Ph.D. (Toronto); Assistant Professor

He has research interests in employee recruitment, organizational entry, the socialization and work adjustment of newcomers to work, and international human resource management. He has published in the Journal of Organizational Behavior, Applied Psychology: An International Review, the Journal of Vocational Behavior, and a chapter in Research in Global Strategic Management, and presented research papers at various conferences.

JOYA SEN, Ph.D., (Toronto); Associate Professor

She is currently working on the research projects entitled Generic Competencies of Excellent Managers and Managerial Characteristics of Men and Women Executives, Organizational Effectiveness and the Participation of Women in Traditionally Male-Dominated Jobs and Women in Small Business. She has published in Relations Industrielles (Laval), Indian Journal of Industrial Relations, Labour Capital and Society, Asian Thought and Society: An International Review and in many Conference Proceedings. She has published two books: Unemployment of Youth and Theories of Industrial Relations (with S.M.A. Hameed) and has presented over sixteen research papers in various national and international conferences.

NORD SOVIK, Ph.D. (Illinois); Assistant Professor

He has research interests focusing on organizational form. Drawing on current theories of organization, he is working on the development of a new conceptualization of organization form. His current work looks at the agency relationship between brokers and sales agents in the real estate brokerage industry and relates the features of this relationship to the structure of the brokerage and the dynamics of the local real estate market.

WILLIAM D. TAYLOR, Ph.D. (Ecole des Hautes Etudes Commerciales); Associate Professor

He has research interests in business policy, strategic management and corporate planning. His work has also concentrated on the strategic adaptation of a number of anglophone organizations in Quebec. He has published in journals such as the Canadian Journal of Administrative Sciences and La revue internationale de gestion and has made presentations at national and international conferences. He is the past chairperson of the Business Policy Division of the Administrative Sciences Association of Canada, and currently is an associate editor in strategy for the Canadian Journal of Administrative Sciences. Professor Taylor has extensive prior business experience as an employee of General Motors of Canada and as a consultant. He has worked with both domestic and international organizations in the areas of strategic management, planning systems and management control.

DAVID WALDMAN, Ph.D. (Colorado State); Associate Professor

He has conducted research primarily in the areas of personnel demography, performance appraisal, and leadership. Most recently his interests have focused on human resources issues relevant to total quality management, as well as the management of R&D professionals. Dr. Waldman has published articles in such journals as the Journal of Applied Psychology, Academy of Management Journal, Personnel Psychology, Human Performance, Journal of Occupational Psychology, Financial Management, Psychology and Aging, Journal of High Technology Management Research, Group and Organization Studies, Experimental Aging Research, International Journal of Small Group Behavior, Human Relations, Leadership Quarterly, Research in Personnel and Human Resources Management, Business and Human Resources Magazine. In addition, he has presented numerous papers at conferences in North America and abroad, and regularly serves as a reviewer for several academic journals. Other professional activities include frequent consulting and management development activities involving organizations in both the United States and Canada.

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SEPTEMBER, 1992**

BRYAN BARBIERI, M.B.A. (Columbia); Associate Professor

He also holds a B.A. (Honours Economics) from Loyola of Montreal, a B.C.L. and L.L.B. from McGill University. Prior to joining our university, he worked as a sales and marketing planner for Avon Products. His general research interests are in the areas of macromarketing and strategic marketing planning in a complex and changing marketing macroenvironment. His particular research interests focus on the legal environment of marketing, socially responsible marketing, and business ethics. His teaching interests are in the areas of marketing management and marketing and society. He is the 1989 recipient of the Faculty of Commerce and Administration's Distinguished Teaching Award, and is a former member of le Barreau du Québec.

MICHEL J. BERGIER, Ph.D. [(SUNY) Buffalo]; Associate Professor

Originally from France. He holds an M.B.A. and a Ph.D. in Business Administration from the State University of New York at Buffalo. His research interests focus on the development and applications of research methodologies to facilitate decision making in Marketing. His current research endeavours are in the area of Service Marketing and Marketing Education. He actively participated in numerous consulting projects in the Banking industry (Bankers Trust, the Buffalo Savings Bank, the Bank of Nova Scotia), the Transportation industry (KLM Dutch Airlines, Canada Steamship Lines, United Van Lines), the Pharmaceutical industry (Hoechst, Burroughs Wellcome), as well as for manufacturing and retailing companies (American Motors Corporation, Lise Watier, Hudson Bay). His teaching interests are in the area of Marketing Research, Marketing Management, Direct Marketing, and Marketing in the Service Sector. He is a member of the Editorial Review Board of the Journal of Marketing Education and was the recipient of Concordia University's Faculty of Commerce and Administration's first Distinguished Teaching Award. His publication record includes articles in the Journal of Marketing Research, the Journal of the Academy of Marketing Science, the Journal of Leisure Research and various international conference proceedings.

B. KEMAL BUYUKKURT, Ph.D. (Indiana); Associate Professor

holds a B.A. and an M.B.A. from Bogazici -University (Istanbul) and a Ph.D. in Marketing from Indiana University. He has worked as a Profit Planning and Budgeting Coordinator for a medium sized multiproduct firm. Prior to joining Concordia, he taught at Indiana University and Washington State University. His current research interests center on probabilistic choice models, perceptual mapping, consumer and management judgements under uncertainty, and assessment of subjective probability distributions and their use in probabilistic decision support systems in Marketing. His teaching interests include Product Management, Marketing Research, Multi-variate Data Analysis in Marketing. Dr. Buyukkurt's publications appeared in the Journal of Marketing Research, Journal of Consumer Research, and Decision Sciences.

GHISLAINE CESTRE, Ph.D. (McGill); Assistant Professor

She holds a LL.L. and M.A. (Social Sciences) from Laval University, and an MBA from McGill University. She previously worked as a Research Associate at Conant & Associates (Washington, D.C.) and as a Legal Researcher at Ogilvy-Renault (Montreal). Her research interests include diffusion of new products, consumer preference analysis and research methodology. Her teaching interests include advertising, sales management, product management and international marketing. She has published in the Canadian Journal Of Administrative Sciences, and has presented papers at the Canadian Psychological Association, the Canadian Communications Association and the French Marketing Association.

ULRIKE DE BRENTANI, Ph.D. (McGill); Professor and Associate Dean, Graduate Studies & Research

She has a B.Comm. and M.B.A. (Sir George Williams/Concordia University) and her Ph.D. in Administration (McGill University). Her professional background includes marketing planning and marketing research in the financial and electronics industries. Her research interests are in the area of new product/service development, new product evaluation and product/service marketing in the industrial sector. She has been awarded several research grants and Awards of Academic Excellence for her research. Teaching interests include: Marketing Management, New Product Marketing, Industrial Service Marketing. She is a member of the American Marketing Association, the Product Development and Management Association, the Administrative Sciences Association of Canada, and the European Marketing Academy and is on the Editorial Boards of the International Journal of Research in Marketing and of the Journal of Marketing Management. Publications include Readings in Canadian Marketing and articles in several journals including: Journal of Product Innovation Management, Industrial Marketing Management, International Journal of Research in Marketing and European Journal of Marketing and Journal of the Academy of Marketing Science.

K.C. DHAWAN, Ph.D. (New York); Director of the International Business Programme and Associate Professor

His teaching interests are in the areas of international business and marketing. He has been an executive with, and consultant for, a number of firms in Canada, the United States, India, Japan and the Middle East. His recent research and publications have dealt with: Europe 1992, international technology transfers, international business acquisitions and divestitures, individual investors' attitudes towards small business investment, entrepreneurship, business ethics, and export consortia, national trading corporation alternatives for Canada, high technology plant locations, international risk analysis and energy issues. Dr. Dhawan has been offering seminars and holding visiting professorship positions in various parts of the world -- most recently at H.E.C., near Paris; CERAM, near Nice, France; and Delhi University, New Delhi, India. In June of 1992, Dr. Dhawan created and implemented the Global Capital Markets Seminar, held at Concordia's Executive MBA facility, which was well received and praised by top executives in the field of International Finance. Dr. Dhawan has co-authored books and monographs such as Export Consortia: A Canadian Study, International Business: A Canadian Perspective, Business Ethics: A Canadian Survey of Top Business Executives, Canadian Cases/Readings in International Business, Cross-Cultural Communications and Management and written several major reports and articles such as High Technology Plant Location Decisions: A Study of U.S. Multinationals.

B. ZEKI GIDENGIL, Ph.D. (Bradford); Associate Professor and Department Chair

He received his undergraduate degree in Economics from Istanbul University, and M.B.A. from New York University and a Ph.D. from Bradford University. Prior to receiving his M.B.A., he held managerial positions in Turkey with Westinghouse Airbrake, Unilever and the Turkish Management Association. His research interests include research methodology in Marketing. He has published articles in the Journal of Retailing, European Journal of Marketing, Journal of the Academy of Marketing Science, Journal of Management Studies and Journal of the Operational Research Society. Papers presented to AMA, Academy of Marketing Science, European Academy for Advanced Research in Marketing, ASAC and AIDS.

MICHAEL HUI, Ph.D. (London Business School, England); Assistant Professor

He obtained his B.B.A. from the Chinese University of Hong Kong (Hong Kong), his C.A.A.E. from the I.A.E. Aix-en-Provence (France), and his Ph.D. from the London Business School (England). Prior to joining Concordia, he was a research faculty member at the London Business School. His main research interests include ethnic consumption behaviours and marketing of services. His publications include papers in the Journal of Consumer Research, Journal of International Consumer Marketing, Long Range Planning, and a number of conference proceedings (AMA, ACR, ASAC, and others).

ANNAMMA JOY, Ph.D. (British Columbia); Assistant Professor

She has a B.A. and M.A. in the Social Sciences from the University of Madras, an M.B.A. from Concordia University and M.A. and Ph.D. in Anthropology from the University of British Columbia. She has taught in the departments of Sociology, Anthropology and Religion prior to holding a visiting appointment in Business Strategy in the Management Department at Concordia University. Currently she is a member of the Marketing Department at Concordia. Her research interests cover topics such as culture and consumption, marketing of the arts, naturalistic inquiry, ethnicity and marketing, marketing and development as well as historical approaches to the development of marketing thought. She has published a number of papers in edited volumes, has a book Ethnicity in Canada, and has presented articles at several marketing conferences. Recently her papers have appeared in the Journal of Macromarketing (1989), Journal of Social Behavior and Personality (1991), International Journal of Research in Marketing (in press), Advances in Non-Profit Marketing (in press), Research in Consumer Behaviour (in press), Canadian Journal of Administrative Sciences (1990), proceedings of the American Marketing Association's Winter Educators' Conference, the proceedings of the Second and Third International Conference on Marketing and Development, Administrative Sciences Association of Canada, as well as the proceedings of the Association of Consumer Research.

LEA PREVEL KATSANIS, Ph.D. (George Washington); Assistant Professor

She holds a B.A. in Economics from Vassar College, an M.B.A. in Management from Vassar College, an M.B.A. in Management from the Stern School of Business at New York University, and a Ph.D. in Marketing from George Washington University. Prior to receiving her Ph.D., she held marketing executive positions at Merck Sharpe and Dohme International, Schering Plough, Schering Canada, and Rhone Poulenc. She has presented at the Macromarketing Seminar and published in the Journal of International Consumer Marketing. Her research interests include product and marketing strategy, marketing management, international marketing, systems theory in marketing, and pharmaceutical marketing.

CHANKON KIM, Ph.D. (Indiana); Associate Professor

He obtained his B.Comm. from the University of Calgary, Alberta, and his M.B.A. and Ph.D. from Indiana University, Bloomington. His research interests are mainly in the areas of family decision making, consumer information acquisition and processing, and cultural influences on marketing dimensions. He has published articles in academic journals including Canadian Journal of Administrative Science, Journal of Economic Psychology, Journal of the Academy of Marketing Science, Journal of Global Marketing and Journal of International Consumer Marketing. His papers also have appeared in proceedings of several marketing conferences.

CHUNG K. KIM, Ph.D. (SUNY); Assistant Professor

He obtained his B.A. and M.B.A. from Sung Kyun Kwan University at Seoul and his Ph.D. in Marketing from the State University of New York at Buffalo. His major research interest is in the application of economics and social psychology to the study of marketing competition. Currently, he is working on the areas of marketing competition, marketing share analysis, brand name effects, brand extensions, country name effects, etc. His main teaching interests are product management, retailing strategy, advertising, marketing models/advanced methods, marketing competition and strategy, and etc. He is a member of The Institute of Management Science, American Marketing Association, Association of Consumer Research, Academy of Marketing Science, and American Economic Association.

V.H. KIRPALANI, D.Sc. (Montreal); Professor

He obtained his M.A. from Oxford University and his D.Sc. from the University of Montreal. He is Professor of Marketing and International Business and Director of the International Exchange Programs for the Faculty of Commerce and Administration. He has been a Visiting Fellow of Templeton College - Oxford Management Centre, England and Visiting Professor at both Pennsylvania State University, University Park, and the Chinese University of Hong Kong. Also Dr. Kirpalani has been Director and Vice President of the American Marketing Association, Chicago; Head of its Global Marketing Division and Chairman of the Division Council. Previously he had been Member of the Finance Committee of the Board, Vice President (Canadian Region) and President of the AMA Montreal Chapter. He was also a Member of the International Advisory Committee of the Marketing Science Institute, Cambridge, Mass. Further he has been a Governor, Vice President, and has been appointed a Senior Fellow of the Academy of Marketing Science. Before becoming an academic, Dr. Kirpalani had wide business experience at the executive level with the Swedish Match Company, A.B. Electrolux and DuPont of Canada Ltd. He is the author of numerous publications: ten books, and many articles, papers and reports, and is on the Editorial Review Boards of four Journals. His two latest textbooks are International Business Handbook by Haworth Press Inc., and International Marketing by Random House Inc. His articles have appeared in among others, Business Quarterly, Industrial Marketing Management, International Journal of Advertising, Journal of Global Marketing, Journal of International Business Studies, Journal of Marketing and Long Range Planning. He has acted as a consultant to government and private organizations in Canada, India, Nigeria, Peru, Scandinavia and the U.S. He is a member of the Editorial Boards of the Journal of Teaching in International Business, International Marketing Review, Journal of Global Marketing and Review Board of the Journal of Macromarketing. His research interests focus on managerial issues in International Marketing/Business. He has been the recipient of research grants from the Federal and Quebec Governments and others. His teaching interests lie in the areas of international marketing/business, strategy and management.

MICHEL LAROCHE, Ph.D. (Columbia); Professor

He holds a Diplôme d'ingénieur (École Centrale de Paris), an M.S.E. (Johns Hopkins), an M.Ph. and a Ph.D. (Columbia). His main research interests are in the areas of communication, consumer behaviour modelling and research methodology. Several of his projects were funded, among others, by Procter and Gamble, Molson, Coopers & Lybrand, Catelli, BASF, BIC, the Secretary of State, SSHRC and FCAR. He is the co-author of several major textbooks (almost all available in French), including Marketing in Canada (Le marketing: fondements et applications), Advertising in Canada (Gestion de la publicité), Consumer Behaviour in Canada (Le comportement du consommateur au Canada), Marketing Research in Canada (Les fondements de la recherche commerciale), and Canadian Retailing (forthcoming in French in December 1992). Most of these are original Canadian texts. He has also co-authored several workbooks and study guides, and edited several other books. He has also published numerous papers in, among others, the Journal of Consumer Research, Behavioral Science, the Journal of Business Research, the Journal of Economic Psychology, the Canadian Journal of Administrative Sciences, the International Journal of Research in Marketing, the Journal of Public Policy and Marketing, the International Journal of Advertising, the Journal of International Consumer Marketing, the International Journal of Bank Marketing, the Journal of Psychology, Marketing Intelligence and Planning, the Journal of Pharmaceutical Marketing and Management, Recherche et Applications en Marketing and the Business Forum. He has also participated in numerous conferences and published papers in major conference proceedings, including those of the Association for Consumer Research, the American Marketing Association, the Administrative Sciences Association of Canada, the Association française de marketing, the European Marketing Academy, and the International Seminar of Research in Marketing. He has supervised several M.B.A., M.Sc. and Ph.D. theses and won several awards, including the 1980 ASAC Award of Excellence, and the 1986 SMA Outstanding Paper Award in Marketing Management. He is often invited to lecture in Canada, France, Japan and the U.S., and has served on several advisory committees, including the Concordia Board of Governors, FCAR (Chair), SSHRC, France-Quebec, Consumer and Corporate Affairs, le Publicité Club de Montréal, the Quebec Institute of Tourism and Hotel Management, the Institute of Canadian Bankers, as well as on the editorial boards of several academic journal. He has served the Administrative Sciences Association of Canada in many capacities, including as its President in 1985-86. He also presided the 13th International Seminar of Research in Marketing in 1986. He is currently Marketing Area Editor of the Canadian Journal of Administrative Sciences.

K.L. McGOWN, Ph.D. (North Texas State); Associate Professor

He received his M.B.A. from Lamar University and Ph.D. in Marketing the University of North Texas. Prior to joining Concordia in 1974, Dr. McGown was associated with several American universities. He previously worked for the petroleum industry and served two years active duty with the United States Marine Corps. As a member of the Graduate Faculty at Concordia, Dr. McGown's primary teaching interests are in the area of Distribution and Pharmaceutical Marketing. His academic research efforts have focused upon the sensitive subject of ethical practices in the research industry and comparative advertising. His book, Marketing Research, has been used at Concordia as well as at other universities throughout North America and various parts of the world. His publication is extensive and includes articles and papers presented at conferences throughout North America, Latin America, Asia, and in Europe. Presently, he is serving as Director of both the Concordia Transportation Management Centre and the Concordia Pharmaceutical Management Centre.

RONALD McTAVISH, Ph.D. (Strathclyde); Professor

He obtained his B.Sc. degree in Economics with honours from London University, and subsequently completed his M.A. and Ph.D. at Strathclyde University. He was for several years a faculty member at Strathclyde University and has held visiting appointments in different countries, including the University of Nigeria, Pace University (New York), the Chinese University of Hong Kong and Bond University, Australia. Dr. McTavish is at present Vice Chairman of the Canadian Institute of Marketing and was formerly National Chairman of the British Industrial Marketing Association. An active international business consultant, he has carried out projects for companies in Britain, America, Africa, Sweden and Australia, in addition to Canada. Dr. McTavish's publications include three co-authored books in the marketing area, and papers in various journals, including the Journal of Management Studies, the Journal of Macromarketing, the European Journal of Marketing, the Journal of Global Marketing, the Journal of Marketing Education, the International Journal of Bank Marketing, the Journal of General Management, Management Decision, and Long Range Planning. In addition, Dr. McTavish has published in various conference proceedings including the American Marketing Association, the Administrative Sciences Association of Canada (receiving prize for best marketing paper in 1985), and the Academy of International Business (South-East Asia region). His research interests include industrial buyer behaviour, diffusion of technological innovation, and marketing in developing countries, and his teaching interests are in industrial marketing and marketing strategy. He was a recipient of the Inaugural Teaching Excellence Award at Bond University's School of Business. He has regularly taught marketing management on Concordia's Executive MBA Program. He is a Fellow of the Royal Society of Arts, a former Chairman of the Department of Quantitative Methods (now DS&MIS), and a former Executive Director of the Concordia Centre for Management Studies. Dr. McTavish is a member of the Board of Directors of a leading American company in the field of materials processing. He has given invited presentations to the University of East Asia, Macau, and to the Australian Institute of Marketing, and was invited to give keynote addresses to the Hong Kong Institute of Marketing Conference (1987) and to the Australian Marketing Educators' Conference (1991). He was invited to Australia in 1992 by a leading manufacturer of fibreboard packing cases to conduct an in-house seminar on competitive strategy.

PETER W. PASOLD, Ph.D. (Pennsylvania); Associate Professor

He received a B.Comm. from McGill University and his M.B.A. and Ph.D. in Organizational Behavior and Marketing from the University of Pennsylvania (Wharton). He has worked in production management in the apparel industry in England and as a management consultant for Wood's Gordon Ltd. in Toronto. His research interests center on the use of microcomputers in marketing decision support systems and on the use of computer games and cases in marketing. He has published in the Journal of Marketing Research and various proceedings.

JERRY A. ROSENBLATT, Ph.D (Concordia); Associate Professor

He holds a B.A. (Political Science) from McGill University in Montreal and obtained his M.B.A. and Ph.D. at Concordia University. Prior to joining our university, he was visiting Assistant Professor of Marketing at McGill University. His research interests include consumer behaviour and marketing research. His teaching interests are in the areas of Consumer Behaviour, Marketing Research, Marketing Theory and Marketing Management. He has published articles in the Journal of Economic Psychology, the International Journal of Bank Marketing, Marketing Intelligence & Planning, Journal of Pharmaceutical Marketing & Management, the Canadian Journal of Administrative Sciences, ASAC Proceedings, Advances in Consumer Research, Marketing, AMA Proceedings, and SMA Proceedings. He has also won several awards including the Suncor Doctoral Fellowship (competitive), the Seagram/Bronfman Business Doctoral Fellowship, the 1984 Administrative Sciences Association of Canada Best Doctoral Student Paper Award, the 1986 Southern Marketing Association "Best Paper Award", and was the 1986 "First Prize Winner" of the Academy of Marketing Science Annual Doctoral Dissertation Competition.

CHRISTOPHER A. ROSS, Ph.D. (Western Ontario); Dean and Associate Professor, Faculty of Commerce and Administration

He obtained his B.Sc. degree in Management Studies from the University of the West Indies, Trinidad. His M.B.A. and Ph.D. are from the University of Western Ontario. Prior to joining Concordia, he taught at the University of the West Indies (Jamaica and Trinidad) where he was also director of the Marketing Management Program for senior executives. He has taught at Tianjin University, Tianjin, People's Republic of China and held an appointment as external examiner in Marketing for the University of the West Indies. Dr. Ross has consulted with organizations such as Humpty Dumpty Foods Ltd., Air Jamaica, the Workers' Savings Bank, the Jamaica Teachers' Association and the Jamaica National Savings Committee. He has published in various journals including the Journal of Macromarketing, the Journal of Marketing Education, the Journal of Global Marketing, Possibles, and the Bulletin of Eastern Caribbean Affairs. In addition, Dr. Ross has published in various conference proceedings including those of the American Marketing Association, the Administrative Sciences Association of Canada, and the Marketing Education Group (U.K.). His research interests include marketing and development, export marketing, marketing education in developing countries and marketing in Not-for-Profit Organizations. His teaching interests are in Marketing in Not-for-Profit Organizations and marketing strategy. He has taught both international business and marketing management in the Concordia Executive M.B.A. Program at Concordia and at the University of the West Indies. Dr. Ross was formerly Associate Dean, Graduate Studies and Research.

MRUGANK V. THAKOR (Assistant Professor) obtained his B.A. and L.L.B. from the University of Bombay and his M.B.A. from the Indian Institute of Management in Bangalore, India. After spending several years in sales management for a leading American ocean carrier, he entered the Ph.D. program in Marketing at Indiana University from which he plans to graduate in the Fall of 1992. His main research and teaching interests are in the areas of sales management and industrial marketing, but he is interested as well in the legal and public policy implications of marketing strategies. He was selected to represent Indiana University as an A.M.A. Doctoral Consortium Fellow at the University of Southern California in 1991. He has also presented papers at the Academy of Marketing Science Conference in 1989, and the Haring Symposium in 1990. He is a member of the American Marketing Association and the Academy of Marketing Science.